



Newsletter | Issue 52 | December 2017

HUMAN.NET

Interesting Quote

“If you pick the right people and give them the opportunity to spread their wings and put compensation as a carrier behind it you almost don't have to manage them.”

- Jack Welch



**ΒΑΣΙΛΙΚΟ
ΤΣΙΜΕΝΤΟ**

ΑΠΟ ΤΟ 1963

**Ανάπτυξη με σεβασμό
και προσφορά στο περιβάλλον
και στον άνθρωπο.**

ΠΟΛΙΤΙΚΗ ΕΤΑΙΡΙΚΗΣ ΚΟΙΝΩΝΙΚΗΣ ΕΥΘΥΝΗΣ

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Welcome Note

Dear Readers,

We bring to you another rich in topics issue of Human.Net. Firstly, in the section of HR in Black and White, we will give you an opportunity to share your own grey areas regarding the Forecast in Employment needs for the period 2017-2027.

Again we have a Bright Idea on how to establish yourself in the company and cultivate even more your professional development!

Let us not forget that we are part of the family of the European Union so News from the EU are always welcome since they can influence our perspective and our policies. So download and read the report, as it is always good and healthy to be updated on what is happening in the Familia!

We consider learning and development to be very important, and what a better way to do that by watching a film and reading a book with an HR hidden or obvious topic. Work life balance and improving your Managerial Skills in the sections of HR on Screen and Book Review.

Unfortunately, in this issue we bring sad news of Anthi Votti-Ornithari's passing away. We take a moment to commemorate Anthi and pay tribute to her contribution in the HR field and her work in the CyHRMA.

We take this opportunity to wish you a Merry Christmas and Happy Holidays!



Demetris Vassilakkas



HR in Black & White

Forecasts of employment needs in the Cyprus economy 2017-2027

A very important initiative has recently been undertaken by the Human Resource Development Authority of Cyprus (HRDA) which is currently conducting long-term forecasts for employment needs locally in Cyprus for a ten-year period (2017-2027). The continuous and methodical monitoring of the long-term trends in the labor market as well as the forecast of the future situation are of crucial importance and this survey will help in improving the adaptability of human resources and creating an efficient and flexible labor market.

This study is expected to add significant new data and information on the future labor market situation that is necessary, especially at this period of time, when Cyprus is at a stage of overcoming the drastic effects of the recent economic crisis.

The project provides predictions for employment needs in 52 sectors of economic activity and 309 occupations of the Cypriot economy covering the next 10 years ahead. The outcomes and conclusions of the project are expected to be as a tool and guidance of coming up with the right policy decisions. Furthermore, the study will be utilized by many public and private organizations and agencies, people involved in the human resource sector as well as professional guidance/advisory of young people and generally the public.

More specific information on the findings and the forecasts of employment needs in 52 sectors and 309 occupations for the period 2017-2027 can be found [here](#)

Source: <http://www.anad.org.cy/>

1st European Business Education Summit

CSR Cyprus, member of the Cyprus Employers & Industrialists Federation (OEB), participated in the 1st European Business Education Summit held in Brussels on the 23rd of November 2017 within the context of the European Vocational Skills Week.

The conference presented the results of the European Pact 4 Youth for the period 2015-2017 which is an initiative of CSR Europe. 23,000 collaborations were developed between businesses and academic institutions and 160,000 quality apprenticeships, traineeships and entry-level jobs were offered by businesses. CSR Cyprus takes part in this initiative as it is one of the 24 national networks of CSR Europe that has developed an Action Plan for Cyprus.

More information is available [here](#)

Source: <http://www.oeb.org.cy/>

Contributed by Marianna Efstathiou

Bright Idea

Remind Your Boss That You're Doing a Great Job

We're all busy. And while we're preoccupied with ticking off our to-do lists and wishing there were more hours in the day, we often forget to be our own career advocates — to remind our managers of what a great job we're doing. Put your accomplishments back on the boss's radar — without bragging — by sending a brief email update. Nothing fancy; a sentence or two is fine: "Just wanted to let you know that xyz project continues to go well, the client was pleased with our draft, and next steps are to finalize the numbers, which we will have for your review by Thursday." The update doesn't have to contain any real news. But in sending it, you'll look competent, communicative, and on top of things — all attributes of a top performer.

The Bright Idea was adapted from "[7 Simple Ways Working Parents Can Simultaneously Improve Their Careers, Their Families, and Themselves](#)" by Daisy Wademan Dowling - Harvard Business Review

Makes you think!



"Sure! I'd love to volunteer as a mentor."

Did you know?

Did you know the provisions of the amended Regulations on the Safety & Health at Work (Notification of Accidents and Dangerous Occurrences) 2007 and 2017? Click [here](#) to learn more.

Source: [Department of Labour Inspection](#)

News from European Union

Reactivate: Employment opportunities for economically inactive people

Employment policies tend to focus on unemployed people, but evidence indicates that many people who are economically inactive also have labour market potential. This report examines groups within the inactive population that find it difficult to enter or re-enter the labour market and explores the reasons why. It maps the characteristics and living conditions of these groups, discusses their willingness to work and examines the barriers that prevent them from doing so. The report also looks at strategies being implemented by Member States to promote the inclusion of those outside the labour market. It highlights that many inactive people would like to work in some capacity, particularly students and homemakers. Stressing the importance of focusing on the specific needs of the inactive population in designing and implementing effective strategies for their labour market integration, the report argues that Member States should fully implement the 2008 European Commission Recommendation on the active inclusion of people excluded from the labour market.

[Download the Report](#)

Source: <https://www.eurofound.europa.eu/>



HR on Screen



A family Man

Release Date: July 28, 2017

Genre: Drama

Director: Mark Williams

Distributor: Vertical Entertainment

Running Time: 108 minutes

[Watch the Trailer here](#)

For the – many – fans of Gerard Butler, watching him in the ordinary role of an ambitious head-hunter, as well as a husband and a father, is still not disappointing. The film, although not lacking in clichés, brings out interesting topics relating to work and work-life matters, in a subtle drama.

The story revolves around Dane Jensen, a successful Chicago-based corporate head-hunter, striving to close deals in a survival-of-the fittest boiler room. As the film opens Jensen is shown to be focused on his job, but he also tries to be a family man. His boss Ed Blackridge is offering Jensen a promotion that will lead to Jensen controlling the company. But in order to secure the promotion, he must beat his ambitious rival Lynn Wilson's numbers. Jensen's focus on the job becomes a detriment to his family.

His wife Elise asks for more of his time with the family. When one of their children gets diagnosed with cancer, Jensen takes a deeper approach to life and also a different attitude to work. What made work come in stark contrast to his family life to begin with, now seems to merge into a desire to treat both under the scope of a single meaning – do good and spend meaningful time, whether at work or with family.

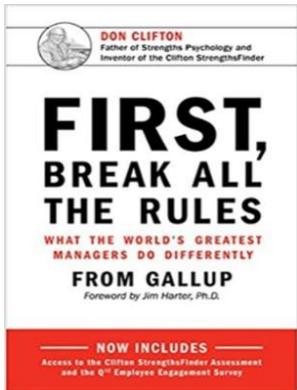
As a team leader at work we watch him being passionate, competitive and relentless. He gives drive to his team, he follows-up, and he trains with on-the-job coaching and builds important relationships with peers and clients alike. It is these relationships and his renewed attitude towards work, that will move him to the next step in his career. One unexpected aspect of *A Family Man* is the way it celebrates older people; an entire sub-plot is devoted to Alfred Molina as an unemployed engineer who can't get a job because he's in his 50s. When Jensen gives away commission in order for Alfred Molina to get the job he out of all candidates is most suitable for, he himself not only misses the opportunity to get a promotion but is actually sacked. His ruthless boss however, in a rare gesture of sensitivity towards his employee personal/family challenges with a sick son, releases him from his non-compete agreement. Jensen starts his own company and Alfred Molina will be the first to return the good he formerly received.

In a rather daft moment of confrontation with his wife, Dane, whilst still working, he calls himself “an American hero”, a cliché for everyman who works overwhelming amounts of time with the pretext it is to the family's benefit. And even if they both laugh at this ‘statement’, they realise it is a question of priorities. The couple finds new ways of communicating through their children, and ultimate find a balance only their son's saviour from near death can bring in their circumstances. This is a film with enough depth for the matters treated, to leave you with a hopeful sense of work and life reconciliation.

Contributed by Andria Antoniadou



Book Review



First, Break All The Rules: What the World's Greatest Managers Do Differently

Author: Gallup

Publisher: Gallup Press; Har/Psc edition (19 May 2016)

ISBN-10: 1595621113

ISBN-13: 978-1595621115

Pages: 368

The greatest managers in the world seem to have little in common. They differ in sex, age, and race. They employ vastly different styles and focus on different goals. Yet despite their differences, great managers share one common trait: They do not hesitate to break virtually every rule held sacred by conventional wisdom. They do not believe that, with enough training, a person can achieve anything he sets his mind to. They do not try to help people overcome their weaknesses. They consistently disregard the golden rule. This amazing book explains why.

Gallup presents the remarkable findings of its massive in-depth study of great managers across a wide variety of situations. Some were in leadership positions. Others were front-line supervisors.

Some were in Fortune 500 companies; others were key players in small entrepreneurial companies. Whatever their situations, the managers who ultimately became the focus of Gallup's research were invariably those who excelled at turning each employee's talent into performance.

There are vital performance and career lessons here for managers at every level, and, best of all, the book shows you how to apply them to your own situation.

Book Review was taken from [Amazon](#)

Obituary



Anthi Votti-Ornithari passed away November 4, 2017 at the age of 55. Anthi was working at Hellenic Bank Group since 1995 and as from 2009 she had the position of Head Group Human Resources.

Anthi was an active and dedicated Member of the Cyprus Human Resource Management Association since 1996 and she had contributed significantly to the development and progress of our Association in her capacity as a Member of the Board of Directors for 11 years. She held various positions, including Vice President.

Anthi was Member of the negotiating team of the Cyprus Bankers Employers' Association and Member of the Industrial Disputes Tribunal.

Career Pathways

Name:

Elena Hanna

Previous Title & Workplace:

Senior HR Officer, Ermes Department Stores Plc

New Title & Workplace:

CTC Group Centers of Expertise - HR Specialist, Cyprus Trading Corporation Plc

Career Pathways

**Name:**

Monica Potsou

Previous Title & Workplace:

HR & Operations Manager, Frontica Global Employment Ltd

New Title & Workplace:

Group HR Manager & MGR Human Resources - Specialised Recruiter, MAP S.Platis

Biography: Monica Potsou is the Head of the HR Department of MAP S.Platis, a market leader in the provision of financial services. She has an extensive experience of 10 years in HR Managerial roles in different industries. She holds a BA in Economics (GR) and an MA in HRM (UK). She is also a member of the Society for Human Resource Management (SHRM) and a graduate member of the Chartered Institute of Personnel and Development (CIPD London) as well as holds a Professional Higher Diploma in Business Administration. Monica is also an active member of different non-profit organisations and has executed several trainings on soft skills. In addition, Monica is a Neuro Linguistic Programming Practitioner (NLP).

**Name:**

Rita Socratous

Previous Title & Workplace:

Assistant Manager Branch Level, Alpha Bank Cyprus Ltd

New Title & Workplace:

Operations & Administration Manager, Dale Carnegie Cyprus

Biography: After 24 years of amazing experience in the Banking Sector, Rita Socratous decided to take that transformational experience and move her career in a new direction with one aim in mind, to focus on improving the Human Asset and reinforcing change in the personal and professional lives of people. So, Rita joined the Dale Carnegie Cyprus Training Team in 2017 and her future goal is to be part of the experience of helping people draw out their natural strengths and build the courage and confidence they need to take command of their role and achieve the unexpected both personally and professionally.

FORTHCOMING EVENTS

CyHRMA Annual Party – 25 January 2018

CyHRMA Annual Conference – 06 June 2018

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